BCDGA - TRANS INCLUSION POLICY

Guiding Principles

The BC Disc Golf Association (BCDGA) supports the recommendations outlined in "Creating Inclusive Environments for Trans Participants in Canadian Sport," the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES). BCDGA adopts the best practices outlined in the document and incorporates the four Policy Guidance statements in the development of this Trans Inclusion Policy:

a) Individuals participating in development and recreational disc golf should be able to participate as the gender with which they identify without being subject to requirements for disclosure of personal information beyond those required of cisgender athletes. Nor should there be any requirement for hormonal therapy or surgery.

b) Hormone therapy should not be required for an individual to participate in high-performance disc golf unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement.

c) Individuals should not be required to disclose their trans identity or history to the disc golf organization to participate in high-performance disc golf unless there is a justified reason requiring them to do so.

d) Surgical intervention should not be required for an individual to participate in high-performance disc golf in the gender category that is consistent with their gender identity.

Definitions

The following terms have these meanings in this document:

a) "Bona fide" – Acting in good faith, without deception or fraud.

b) "Cisgender" – A term to describe a person whose gender identity corresponds with their birth-assigned sex.

c) "Gender" – The socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.

d) "Gender Expression" – The way an individual communicates their gender identity to others.

e) "Gender Identity" – A person’s innermost sense of their own gender.

f) "Gender reassignment" – Medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery.

g) "Trans" – An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society.

Purpose

The BCDGA believes that all individuals deserve respectful and inclusive environments for participation that value the individual’s gender identity and gender expression. BCDGA wants to ensure that all participants have access to disc golf programming and facilities in which they feel comfortable and safe. BCDGA is committed to implementing this policy in a fair and equitable manner.

Actions for Inclusion

BCDGA pledges to:

a) Provide this Policy to BCDGA staff, Directors, and members and provide education on the importance of trans inclusion and what this entails in terms of practices, policies, procedures, and norms of behavior.

b) Provide registration forms and other documents that allow the individual to indicate their gender identity and expression.

c) Maintain organizational documents and the BCDGA website in a manner that promotes inclusive language and images.

d) Refer to individuals by their preferred name and pronoun.

e) Work with trans athletes on the implementation, monitoring, and/or modification of this Policy.

f) When BCDGA has the authority to determine participants’ use of facilities, permit individuals to use the facilities of their gender identity.

g) Ensure uniforms and dress codes that respect an individual’s gender identity and gender expression.

h) Determine Eligibility Guidelines for transgender participants (as described in this Policy).

Eligibility Guidelines - Exceptions

When applicable, the eligibility guidelines of the international federation and/or any major Games regarding trans athlete participation will supersede the eligibility guidelines as outlined in this Policy.

Eligibility Guidelines

As a general guiding principle for BCDGA’s eligibility guidelines, BCDGA supports the following statement from "Creating Inclusive Environments for Trans Participants in Canadian Sport":

"Based on this background and available evidence, the Expert Working Group felt that trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level."

At both recreational and competitive levels, an individual may participate in their expressed and identified gender category. An individual will, at the time of registration, identify their gender category for the playing season and may request a change in gender category at any time during a playing season, and such request will be considered by BCDGA.

Individuals are not required to disclose their trans identity or history to BCDGA or any of BCDGA’s representatives.

All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

Confidentiality

BCDGA will not disclose to outside parties any documentation or information about an individual’s gender identity and expression. A trans individual’s privacy and confidentiality will be respected.

Ongoing Monitoring

BCDGA commits to monitoring ongoing developments regarding national and international participation guidelines for trans athletes and pledges to monitor the implementation, review and/or revise this Policy whenever new information becomes available.

Resolving Gender Identity and Expression Issues

Should an individual feel they have been subject to, or a witness of, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through BCDGA’s Discipline and Complaints Policy. Should the individual not feel safe in doing so, they should seek assistance from BCDGA’s Chief Executive Officer for advice and support or action on their behalf.

Appeal

Any decision rendered by BCDGA in accordance with this Policy may be appealed in accordance with BCDGA’s Appeal Policy.